



EQUAL EMPLOYMENT OPPORTUNITY

Notification of Job Vacancies

KTIV Television Inc., licensee of KTIV Television is an equal opportunity employer. KTIV Television provides notification of full-time job vacancies to organizations assisting job seekers. Any organization which would like to receive notification of job openings at our stations should contact us and request to be included on our employment opportunity notification list. Organizations can make such requests by mail to: KTIV, 3135 Floyd Blvd, Sioux City, IA 51108, fax (712) 239-2621, or e-mail kclayton@ktiv.com. When making such requests please provide us with the name of the organization, the address, the phone number, the fax number, and the name of the contact representative to whom notifications should be sent.

Full-Time Job Openings

See attached report

Annual EEO Public File Report

See attached report

EEO PUBLIC FILE REPORT

A. Employment Unit Covered

KTIV (TV)

B. Reporting Period

October 1, 2007 through September 30, 2008

C. Full-Time Vacancies Filled During Reporting Period

(1)	Job Title:	Photographer	Date Filled:	10/15/2007
(2)	Job Title:	Reporter	Date Filled:	12/26/2007
(3)	Job Title:	Account Executive	Date Filled:	01/07/2008
(4)	Job Title:	Assignment Editor	Date Filled:	01/07/2008
(5)	Job Title:	Reporter	Date Filled:	02/04/2008
(6)	Job Title:	Weekend Anchor	Date Filled:	02/18/2008
(7)	Job Title:	Reporter	Date Filled:	03/12/2008
(8)	Job Title:	Photographer	Date Filled:	03/17/2008
(9)	Job Title:	Internet Director	Date Filled:	04/04/2008
(10)	Job Title:	Reporter	Date Filled:	05/19/2008
(11)	Job Title:	Producer	Date Filled:	05/19/2008
(12)	Job Title:	Creative Services Producer	Date Filled:	09/03/2008
(13)	Job Title:	Reporter	Date Filled:	09/05/2008
(14)	Job Title:	Director	Date Filled:	09/09/2008

D. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

(Organizations entitled to notification identified by *.)

Note: For ALL Full-time vacancies, the same list of Recruitment Sources is used. The full time list is attached at the end of this report.

1. Job Title: Photographer

Date Filled: 10/15/2007

Source	Contact Person	Address	Phone No.	Referred Person Hired?
KWWL				
Ktiv.com website				yes

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Total number of interviewees from all sources for this position: 2

2. Job Title: Reporter

Date Filled: 12/26/2007

Source	Contact Person	Address	Phone No.	Referred Person Hired?
TVjobs.com				
Ktiv.com website				yes
Sioux City Journal				

Total number of interviewees from all sources for this position: 10

3. Job Title: Account Executive

Date Filled: 01/07/2008

Source	Contact Person	Address	Phone No.	Referred Person Hired?
Ktiv.com website				
Sioux City Journal				
Employee				Yes

Total number of interviewees from all sources for this position: 5

4. Job Title: Assignment Editor

Date Filled: 01/07/2008

Source	Contact Person	Address	Phone No.	Referred Person Hired?
Employee				yes
Ktiv.com				
TVjobs.com				

Total number of interviewees from all sources for this position: 4

5. Job Title: Reporter

Date Filled: 02/04/2008

Source	Contact Person	Address	Phone No.	Referred Person Hired?
Tvjobs.com website				

Ktiv.com website				yes
Briar Cliff University				

Total number of interviewees from all sources for this position: 5

6. Job Title: Weekend Anchor

Date Filled: 02/18/2008

Source	Contact Person	Address	Phone No.	Referred Person Hired?
employee				yes
Ktiv.com website				
TVjobs.com				

Total number of interviewees from all sources for this position: 7

7. Job Title: Reporter

Date Filled: 03/12/2008

Source	Contact Person	Address	Phone No.	Referred Person Hired?
Tvjobs.com website				yes
Ktiv.com website				

Total number of interviewees from all sources for this position: 8

8. Job Title: Photographer

Date Filled: 03/17/2008

Source	Contact Person	Address	Phone No.	Referred Person Hired?
Tvjobs.com website				
Ktiv.com website				yes

Total number of interviewees from all sources for this position: 4

9. Job Title: Internet Director**Date Filled: 04/04/2008**

Source	Contact Person	Address	Phone No.	Referred Person Hired?
Sioux City Journal				
TV Jobs.com				
Employee				yes
Ktiv.com				
Email referral				

Total number of interviewees from all sources for this position: 7**10. Job Title: Reporter****Date Filled: 05/19/2008**

Source	Contact Person	Address	Phone No.	Referred Person Hired?
Career Fair				
Tvjjobs.com website				
Employee				yes
Ktiv.com website				

Total number of interviewees from all sources for this position: 6**11. Job Title: Producer****Date Filled: 05/19/2008**

Source	Contact Person	Address	Phone No.	Referred Person Hired?
Ktiv.com website				
Career Fair				yes
Employee				
TVjobs.com website				
NBNA Conference				

Total number of interviewees from all sources for this position: 8

E. Total Number of Persons Interviewed for All Full-Time Vacancies Filled During the Reporting Period: 79

F. Total Number of Interviewees for All Full-Time Vacancies Filled During the Reporting Period Per Recruitment/Referral Sources

Referral Source	Contact Person	Address	Phone No.	Number of Interviewees Referred
KWWL				1
Ktiv.com website				20
Tvjobs.com website				30
Sioux City Journal				7
Employee				11
Briar Cliff University				1
Career Fair				3
NBNA Conference				1
Buena Vista University				1
Iowa Workforce Development				1
KTIV on-air ad				2
Email				1

G. Outreach Activities Performed During the Reporting Period

Initiative	Scope of Participation and Location	Station Staff Involved
10/02/2007	Sponsored by Wayne State College. Talked to a Broadcast Management class about careers in TV,	Station Manager, Dave Madsen

	Managing TV stations, and the DTV transition. Approx 20 students attended.	
10/16/2007	Sponsored by Sioux City Community Schools at S.C. Convention Center. This career day is specially designed for minority and special needs students. Approx 50 students attended. KTIV had a booth to discuss potential careers in broadcasting.	Creative Services Manager, Dave Washburn and Administrative Assistant Kathy Clayton
2/21/2008	Career Fair sponsored by Buena Vista University, Storm lake, Iowa. Approx 150 students attended.	Creative Services Manager, Dave Washburn and Administrative Assistant, Kathy Clayton
4/01/2008	Career talk at St John's Lutheran Church in LeMars Iowa about careers in TV.	Weather Director, Ron Demers.
4/11/08	Presentation at a Career Fair at East Middle School in Sioux City. This event features dozens of different careers. KTIV did 4-40 minute sessions on potential careers in broadcasting. Approx 50 students in attendance.	Anchor Kristie VerMulm
4/24/08	Sponsored by West High School in Sioux City Iowa. Speech to ESL (English as a Second Language) students about marketing and television and discussion of marketing careers. Approx 30 students in attendance.	Anchor Kristie VerMulm and Creative Services Producer Richard Kleinberg
4/28/08	KTIV Sponsored Broadcasting Career Fair at Western Iowa Tech in Sioux City Iowa. KTIV had a booth to discuss potential	Station Manger, Dave Madsen; News Director, Bridget Breen; and Creative Services Manger, Dave Washburn

	careers in broadcasting. Approx 20 students attended.	
5/02/08	Career Fair at Schaller- Crestland High School in Early, Iowa. KTIV did a couple of sessions to High School students about television and potential careers in Broadcasting. Approx 20 students attended.	Anchor Kristie VerMulm
News Department Internship	See attached explanation of internship program	Internship supervised by News Director, Bridget Breen



3135 Floyd Boulevard
Sioux City, Iowa 51108

Bridget Breen
News Director

Internship At KTIV News Channel 4

KTIV News Channel 4 is the NBC affiliate in Sioux City, Iowa. The News Department is accepting non-paid interns. Internships may be taken for college credit.

Interns will gain valuable experience in all aspects of television news, including: reporting, news writing, ENG photography and video tape editing.

The level of responsibility and hands-on duties will be determined by experience and performance.

Goals of the KTIV Intern Program

1. To give the intern exposure to all areas of television news.
2. To give the intern hands-on experience in a television newsroom.
3. To generate a list of prospective employees.

Objectives of the KTIV Intern Program

By the end of the internship:

1. Have completed all levels of instructions.
2. Be fully capable of working independently, knowing how to produce, shoot, write, edit and narrate television news packages.

Supervision

1. Interns will follow all instructions given by KTIV employees.
2. Interns will not give instructions to each other.
3. Ultimate supervision of interns belongs to the News Director.
4. Day to day supervision will come from the Assignment Editor.

Listed below are all Recruitment Sources used for ALL full-time job openings at KTIV (TV).

American Indian Council Employment
Scott Barta
2508 4th Street
Sioux City, Iowa 51101

Alcorn State University
Dr. Schafigur Rahman
1000 ASU Drive #269
Lorman, MS 39096

Briar Cliff College
Placement Director
3303 Rebecca Street
Sioux City, Iowa 51104-2100

Syracuse University
Bridget Lichtinger
215 University Place
Syracuse, NY 13244-2100

Brown Institute
Amber Luckie
1440 Northland Drive
Mendota Heights, MN 55120-1004

U of Iowa Bus.&Lib.Arts Place
Rick Adrian
24 Phillips Hall
Iowa City 52242

Art Institute of Colorado
Erika Oliver
1200 Lincoln Street
Denver, Colorado 80203

Univ of SD/Dept of Mass Comm.
Dr. Bruce Smith
414 East Clark
Vermillion, SD 57069

Placement Director
First National Development Inst.
11917 Main Street
Fredericks, VA 22408

Fort Valley State College
Dr. John Omachonu
1005 State Colelge Dr
Ft. Valley, GA 31030-3298

Iowa Central Comm. College
Sara Condon
330 Avenue M
Fort Dodge, Iowa 50501

Iowa Civil Rights Comm.
Don Grove
211 East Maple Street
Des Moines, Iowa 50309

NAACP
Flora Lee
P.O. Box 82
Sioux City, Iowa 51103

Mt. Olive Baptist Church
Rev. H.C. McGruder
1522 Douglas
Sioux City, Iowa 51105

Mt. Zion Baptist Church
Rev. Floyd Brown
1421 Geneva Street
Sioux City, Iowa 51103

Norfolk State University
Ben Ellis Jr.
700 Park Ave
Norfolk, VA 23504

Placement Director
Hispanic Link News Service
1420 N Street NW
Washington DC 20005

James Kavanaugh
IBEW Local 231
5001 Harper Drive
Sioux City, Iowa 51111

University of Nebraska Lincoln
Rick Alloway
206 Avery Hall
Lincoln, NE 68588-0131

Dept of Radio-TV
Ken Keller
Southern Illinois University
Carbondale, IL 62901

Sanford Community Center
George Boykin
1700 Center Street
Sioux City, Iowa 51103

Northwestern College
Jamey Durham
101 7th Avenue SW
Orange City, Iowa 51041

Northeast Community College
Gerald Holmberg
801 Benjamin Ave PO Box 469
Norfolk, NE 68702-0469

NW Iowa Technical College
Jana DeWaay
Hwy. 18 West
Sheldon, Iowa 51201

Office of Career Development
Shaw University
118 East South Street
Raleigh, NC 27601

Placement Director
Foundation of Minority Int. Media
825 Seventh Ave. 4th Floor
New York, NY 10019

Speech Comm./Radio-TV
Southwest State University
Mike McHugh
Marshall, MN 56258

Carol Martin
Technical College
1015 North Sixth Street
Milwaukee WI 53203

Virginia Union University
Joseph Lowe
1500 N Lombardy Street
Richmond, VA 23220

Wartburg College
Dr. Jeff Stein Asst. Professor
P.O. Box 1002
Waverly, Iowa 50677-0903

FAX

To: NATPE Job Bank
Fax: 310-453-5258
KTIV Television
Phone: 712-239-4100

To: Robert Romana/TVB
Fax: 212-935-5631
From: KTIV Television
Phone: 712-239-4100

To: Jo Faber/Dordt College
Fax: 712-722-6416
From: KTIV Television
Phone: 712-239-4100

TO: IA Workforce Dev.
Fax: 277-8438
From: KTIV Television
Phone: 712-239-4100

To: Kathy Miller/Iowa Lakes Comm. College
FAX: 712-362-5970
From: KTIV Television
Phone: 712-239-4100

To: Cal Brinkerhoff/WIT
Fax: 274-6412
From: KTIV Television
Phone: 712-239-4100

To: Drinna Reed/WIT
Fax: 274-6412
From: KTIV Television
Phone: 712-239-4100

To: Renee Solberg/Morningside College
Fax: 274-5101
From: KTIV Television
Phone: 712-239-4100

To: Jason Barelman/Wayne State College
Fax: 402-375-7072
From: KTIV Television
Phone: 712-239-4100

To: Michael Hendel/BVU
Fax: 712-749-2036
From: KTIV Television
Phone: 712-239-4100

To: Becky Maggart/NE Workforce Develop.
Fax: 402-370-3435
From: KTIV Television
Phone: 712-23-4100

To: Am. Indian Services, Inc
Fax: 605-334-8415
From: KTIV Televisin
Phone: 712-239-4100

To: Ben Ellis Jr./Norfolk State Univ.
Fax: 757-823-2075
From: KTIV Television
Phone: 712-239-4100

To: Rick Adrian/University of Iowa
Fax: 319-335-1029
From: KTIV Television
Phone: 712-239-4100

To: Jacquelynn Skotvold
Fax: 605-677-4250
From: KTIV Television
Phone: 712-239-4100

To: Judith Dirks/Coe College
Fax: 319-399-8503
From: KTIV Television
Phone: 712-239-4100

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johnson@bvu.edu
Jerry Johnson

Briar Cliff College
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Mr.Crowley

University of So. Dakota
cdc@usd.edu
Pat Hurley/Career Development

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careers@simpson.edu
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Brown College
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